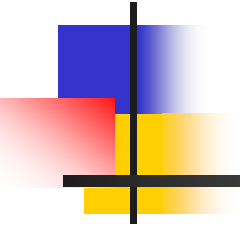




Code 200 Diversity Annual Report

February 19, 2004





Progress Towards the Diversity Strategy

- Develop employees to their maximum potential
 - Developmental assignments
 - Formal details/rotations for employees
 - Mentoring opportunities
 - PMDE, Leadership Alchemy, Leadership Development Program, SESCDP, Advanced Leadership Program, Professional Intern Program
 - Goddard Opportunity Bulletin Board (GOBBS)
 - Pilot Co-Lead with Code 500





Progress Towards the Diversity Strategy (Continued)

- Career Development Working Group
 - Employee forums
 - IDP Training
- Management Coaching
 - Roger Mellot facilitating and teaching Directorate management team to work more effectively
 - Two sessions completed in November and March
 - One planned for late March
- Panel Interviews
 - Debriefs regularly offered
 - Follow-up opportunities





Progress Towards the Diversity Strategy (Continued)

- Create an Inclusive Environment/Culture
 - QWL program
 - Regular Supervisor and Employee All-Hands
 - Topic examples: Performance Accountability, EEO/Affirmative Action Briefing, Legal/Ethics Briefing, Buy-Out Plans, NSSC
 - Award Ceremonies





Progress Towards the Diversity Strategy (Continued)

- Participating in the Center's Advisory Committees
- Diversity Training
 - TWI Sessions
 - Diversity Dialog Project
 - 2 Facilitators are from Code 200
 - In-tact group and individual participation
 - Special training; e.g., The Value of Mutual Respect





Progress Towards the Diversity Strategy (Continued)

- Review of Center's Culture Survey
 - Employee Working Group Review/Analysis
 - Report to Code 200's Management Team
 - MODBOD
 - Individual Divisions
 - Follow-up sessions with Divisions
 - Understanding Results of Survey
 - Assistance in Developing Improvement Plans
 - Divisions Reporting Back to Director of





DIVERSITY STRATEGIC PLAN

(CONTINUED)

- Work towards being an Employer of Choice
 - Directorate Metrics (Promotions, Awards, Other Statistics) reviewed and assessed with follow-up actions assigned, when appropriate
 - 180 Feedback used in Performance Planning and Evaluation activities





Related Activities

- FAIR and Competitive Sourcing
 - Directorate effected by Agency activities
 - Transition Plans being worked
 - Information briefings supported
 - Representation on all related team activities
 - Examples: NSSC Transition Team
 - Responsive to formal (Congressional and Union) and employee inquiries





Areas for Improvement

- Outreach to employees
- Other areas to be identified as part of Culture Survey results and developed improvement plans

